



**HEADQUARTERS
UNITED STATES EUROPEAN COMMAND
Office of the Chief of Staff
UNIT 30400
APO AE 09131**

ECCS

31 May 02

MEMORANDUM FOR DISTRIBUTION

SUBJECT: USEUCOM Policy Memorandum 02-02 (Federal Civilian Employee Drug-Free Workplace)

1. References:

- a. Executive Order 12564, 15 Sep 86, subject: Drug-Free Federal Workplace
- b. DoDD 1010.9, 23 Aug 88, subject: DoD Civilian Employee Drug Abuse Testing Program
- c. AR 600-85, 1 Oct 01, subject: Army Substance Abuse Program
- d. DA PAM 600-85, 15 Oct 01, subject: Army Substance Abuse Program Civilian Services

2. This memorandum establishes policy for the USEUCOM Federal Civilian Employee Drug Free Workplace. Executive Order (EO) 12564 mandates a Federal Drug-Free Workplace and stipulates that the use, possession, or distribution of illegal drugs is incompatible with Federal Service. It is also DoD policy that all employees refrain from using illegal drugs and the use of illegal drugs by DoD employees is contrary to DoD efficiency.

3. Headquarters USEUCOM is concerned with the well-being of its employees, the successful accomplishment of its mission, and the need to maintain employee productivity. The use of illegal drugs by employees impairs the efficiency of the command and undermines public confidence. Employees who use illegal drugs also pose a serious health and safety threat to members of the public and to other employees. In short, the command's position on this issue is unequivocal: illegal drug use, on or off duty, will not be tolerated.

4. In accordance with references (c) and (d), the Army Substance Abuse Program (ASAP) subjects all DA civilian employees to drug testing under the following conditions:

- a. When there is reasonable suspicion that the employee uses illegal drugs.
- b. As part of an authorized examination regarding an accident or unsafe practice.
- c. In connection with, or follow up to, counseling or rehabilitation for illegal drug use.

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d. Before appointment to a Testing Designated Position (TDP). Positions defined as TDP are enclosed.

e. In addition, employees occupying TDPs will be subject to random drug testing.

5. We must work together to ensure that USEUCOM maintains a drug-free work environment. I request your full support in this endeavor. Point of contact on this matter is the 6th Area Support Group, ASAP Alcohol and Drug Control Officer at DSN 431-2530.

FOR THE COMMANDER IN CHIEF:

Encl
TDP criteria

DANIEL J. PETROSKY
Lieutenant General, USA
Chief of Staff

AVA N. WEBB-SHARPLESS
Lt Col, USAF
Adjutant General

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Testing Designated Positions (TDP)

1. Positions that authorize the incumbent to carry firearms.
2. Positions that require the incumbent to operate a motor vehicle transporting one or more passengers on at least a weekly basis.
3. Operators of motor vehicles who are required to have a commercial drivers license and drive motor vehicles weighing more than 26,001 pounds or drive motor vehicles transporting hazardous materials.
4. Positions that require the incumbent to maintain a Top Secret clearance or have access to Sensitive Compartmented Information.
5. Railroad operating crews and railroad personnel in positions in which the duties include handling train movement orders, conducting safety inspections, or the maintaining and repairing of signal systems.
6. Aviation flight crew members, air traffic controllers, and aviation personnel in positions in which the duties include dispatching, safety inspections, or the repair and maintenance of aircraft.
7. ADAPCP positions in which the incumbent provides direct rehabilitation and treatment services to identified illegal drug users.
8. Personnel Reliability Program (PRP) positions. Nuclear duty positions or chemical duty positions under the provisions of AR 50-5 or AR 50-6.
9. Positions that require duties involving the supervision or performance of controlling and extinguishing fires, and/or the rescuing of people endangered by fire.
10. Positions that require the handling of munitions or explosives in connection with the manufacturing, maintenance, storage, inspection, transportation, or demilitarization of these items.
11. Positions that require the incumbents to electroplate critical aircraft parts.
12. Front line law enforcement personnel with drug interdiction duties who have access to firearms.